

## commander's view



VADM John G. Cotton

Last month I addressed ASAP - Alignment, Synchronization, Assessment, and Programming. These four overarching themes will serve to guide us in revolutionizing the Naval Reserve and realizing a fully-integrated Naval force. Everything we do must contribute to one or more of these or it's a misplaced investment of resources.

The "5-4-3-2-1" construct organizes the functional areas on which we're focusing our energy to achieve the one Navy vision; it includes our Navy goals, the challenges that every organization faces,

several characteristics of the Naval Reserve community that facilitate in planning how

our talent should best be employed, our standards of performance, and our vision. This month I'd like to focus on the 4 Cs.

The major challenges the Naval Reserve faces are not unique to our organization; in fact, every governmental and civilian organization faces these, and the extent to which they manage them determines their success.

### 1. Communication:

- Creating a common vision that clearly articulates purpose and roles, enables members to take action consistent with the Navy's vision.
- Keeping not just our leadership informed, but every Sailor is so important, and in today's technologically-advanced world, it's becoming easier. Simply, a Sailor armed with timely, accurate information can be successful; one that's not, cannot.

### 2. Culture:

- Both the active and Reserve components have developed long-standing beliefs of how the Reserve component works. Some are accurate, some are not.
- Breaking these cultural perceptions requires an aggressive education/communication plan and even more aggressive action. These steps are already in work at the senior level through three- and four-star interaction and the command master chiefs. A strong internal and external media campaign has already captured significant attention and

opened up the minds of leadership to the "potential" of our surge force and a new relationship.

- Challenging all practices and driving towards practical solutions to meet Naval requirements is vital in providing our taxpayers the Naval force they deserve.

### 3. Continuing education:

- Growing our people is necessary for the overall improvement of our service and personal satisfaction, and with it comes personal and professional opportunity. Investments in distance learning programs, the 5-vector model, Navy skills online, and a culture of online resourcing will continue to enable us to meet our professional challenges and personal goals.

### 4. Commitment: Everything we do must honor two things:

- Naval requirements - we must accomplish the mission.
- Our most valuable assets - our people.

My recent visits and phone calls with Naval Reservists in the field continue to showcase the enthusiasm and professionalism at every command. In the past month we've enjoyed discussing the vision of the Naval Reserve with SKC Stephen J. Bryan at NAS JRB New Orleans, who was a SELRES for five years before becoming an FTS; ET2 Sheriton Dettmer in Puerto Rico, where it's always warm and he misses his old ship, USS Inchon (MCS 12); FTS HM1 Ian Lansberry, also in Puerto Rico, who's most memorable sea duty was on USS New Jersey (BB 62), loves Maine and has five children; IT1 Tima McKinney from NAR Norfolk, who's proud to serve and enjoys every Navy day; a very sharp IS2 Kimberly Baynes from ONI 0566 in Suitland, Md., who's been a motivated SELRES for a year and a half after eight years in the Marine Corps; and finally the one and only STGCS(SW) Nicholas J. Tarulli, Command Senior Chief in the Bronx, who drove us to a function in downtown New York, has about every angle covered as a policeman and member of the New York Naval Militia, and sure has some great sea stories! Thanks to each of you for knowing the "gouge" answers and most of all, thank you for your service to our great Force and Navy. I sure am proud to serve with you and for you.

Thank you for your service. "Navy first, Sailors always."

**JOHN G. COTTON**

**Vice Admiral, U.S. Naval Reserve**

## what's new

### Mess Management Specialist rating changes name

WASHINGTON - In a rating name change that better reflects their professional expertise, Mess Management Specialists (MS) will now be known as Culinary Specialists (CS).

"The name change more appropriately describes the duties and mission of the rating, aligns the rating with today's commercial culinary profession, and enhances the rating's professional image," said CSCS(SW) Joe Donellan, rating technical advisor and Supply Corps enlisted community manager.

The rating's progression from cook to commissary man, to mess management specialist, and finally to culinary specialist, is a natural one and in keeping with the Navy's tradition of defining a Sailor's occupation in modern terms.

CS2 Matthew Myers, aboard USS Bataan (LHD 5), believes the name change will have a positive effect when Sailors transition back to civilian life.

"We'll finally be able to compare our knowledge and training to the civilian world, which will allow an easier transition into the culinary field," he said. "I really like it."

Aboard USNS Comfort (T-AH 20) CSCS(SW) Jack Slatery said he felt the change will "definitely help in enabling our civilian counterparts to better identify with our job as opposed to the term 'Mess,' which is a contradiction in terms when you think about the sanitation standards we're expected to maintain."

Personnel in the MS rating will be automatically converted to the CS rating effective immediately with the release of NAVADMIN 012/03. Request for conversion from Sailors or commands is not required.

The rating badge of crossed keys and quill superimposed upon an open ledger is being retained for Culinary Specialists.

NAVADMIN 012/03 will soon be available on the Web at <http://bupers.navy.mil>.

—Chief of Naval Personnel Public Affairs

## sailors matter



**FORCM(AW/NAC)  
Thomas W. Mobley**

Vice Adm. John G. Cotton has taken this month to discuss his four Cs. I would like to focus on the 'Culture' part of the four Cs.

Culture must also change in order to keep up with the direction we are going. Let's adjust one part of our culture right now. We are Sailors! We are Sailors first, and we are always Sailors, whether we are in uniform or not. Often in groups of Sailors I've heard some refer to themselves as Reservists vice simply Sailors. I'm pointing this out for one important reason: When I am visiting mobilized Sailors there is no difference between active duty and

Reserve. I only see our Sailors engaged in the day-to-day support of the Navy's roles and missions, regardless of component. It is impossible to see the differences when we are engaged in the Navy's mission. One regional commander had more than 250 Sailors mobilized to his region, and when he recently spoke at an all hands he stated could not tell who was active and who was Reserve. This is my point: when we are all engaged in the Navy's mission, there is no difference. Yet sometimes when we talk to others, we refer to ourselves as Reservists.

We are Sailors, regardless of our component. Reserve duty or active duty is a condition of a military contract and nothing more. It bonds us legally to the Navy. Everyone that wears the naval uniform of the country is a Sailor. We serve the Navy's mission by our participation and commitment. A legal contract does not develop and require commitment. When we refer to each other or ourselves in any other light but Sailors it can imply differences that may mislead others to our

commitment and responsibility to the Navy mission. Being a Sailor first is especially important as we go through the alignment process. The assignment we hold and the future assignments we will hold will continue to contribute even more to the Navy's impact on world events.

When we are at our civilian jobs or at home, our employers, friends, and family members know of our affiliation in the Navy and are proud of our association. A mother of one of our Sailors quickly told me how proud she was of her son and what he did in the Navy. She spoke to me about the values her son had developed in his personal and professional life due to his experience as a Sailor. Those values she spoke about were described in our Navy Core Values.

A civilian employer once told me he enjoyed hiring military people because of their work ethic and commitment. Employers are proud of their connections and contributions to their military employees. Our Sailors are making a positive impact in the military and in their civilian community, and this is a perfect example of how we represent the Navy on or off duty.

Resolving cultural challenges in the Navy begins with us. We have the ability to affect change in a changing environment. Changing the culture begins with the understanding of every Sailor's commitment to the Navy mission, in whatever capacity we serve. I'm proud to work with some of America's most patriotic citizens with a strong commitment to the country and our Navy. It is my belief that the changes we are undertaking will have a dynamic impact on the Navy, just like the evolution from battleships to carriers. We are fortunate to participate in this change and set the course for those who will follow us in the future.

**THOMAS W. MOBLEY**  
**Force Master Chief, U.S. Naval Reserve**

## opportunities

### **Manager, Naval Reserve Seabee programs**

MILLINGTON, Tenn. – The Chief of Naval Operations is seeking an O5/6 Civil Engineering Corps officer with diverse experience in Naval Construction Force Operations, training and administration to serve as manager, Naval Reserve Seabee programs.

The position fulfills duties as assistant head, Seabee readiness branch as principal Reserve liaison with First Naval Construction Division, Navy Facilities and Engineering Command, Commander, Naval Reserve Force and others. The individual will assess requirements and program resources for Seabee manpower, operations, training and equipment while developing plans to optimize Seabee employment and readiness for mobilization.

The successful candidate is a Seabee Combat Warfare qualified officer proficient in the use of Microsoft software with experience in Navy planning, programming, budgeting and execution system. Experience with OPNAV, Navy Engineering Command

and Joint Operations is also desirable.

Applications must be submitted by Apr. 16 with the board convening the week of Apr. 19 to select an individual for a billet fill date of mid-June. Specific details on submission requirements are contained in COMNAVRESFOR message DTG 271416Z JAN 04.

### **Assistant to Director, Navy Dental Corps for Reserve matters**

MILLINGTON, Tenn. – The Bureau of Medicine and Surgery is seeking a Captain to serve as consultant and advisor to Reserve and active-duty dental corps officers on Reserve dental corps issues related to organization and administration, accession, promotion and retention. The position manages assignments for Reserve dental corps officers.

The successful candidate is a senior level officer with experience as a Selected Reservist and proven organizational administrative and communication skills. Fully qualified dental department officers with a doctorate degree and computer skills are desired.

Applications must be submitted by Apr. 15 with the board convening the week of Apr. 19 to select an individual for a billet fill date of May 31. Specific details on submission requirements are contained in COMNAVRESFOR message DTG 271416Z JAN 04.

**Opening available at NRC Fort Dix**  
MILLINGTON, Tenn. – Voluntary two-year recall is available for the two positions at Naval Reserve Center Fort Dix, N.J.

One position is for an O4 to serve as executive officer for the center and is responsible for administering command policies and programs and requires Full Time Support administrative experience. Prior Reserve experience is also preferred.

Applications for this position must be submitted by Mar. 12 with the board convening the week of Apr. 15 to select an individual for a billet fill date in May. Specific details on submission requirements are contained in COMNAVRESFOR message DTG 271416Z JAN 04.

Another position is available for a training officer. This position is for an O3

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## family focus



**Yonna Diggs**  
Force Ombudsman

Training is an essential tool in assisting ombudsmen in the performance of their jobs to support commands. Ombudsmen on the average should attend training within the first 90 days of their appointment by the commanding officer when possible.

All ombudsmen are required to attend the Ombudsman Basic Training Course. This course consists of 36 hours of classroom training and is offered in various locations around the country.

Here is the schedule and points of contact for upcoming classes:

#### April 30 to May 3

Location/Host Activity: NAS JRB New Orleans  
Point of Contact: CMDCM(AW) Kevin Ray  
Telephone: 504-678-3536 (DSN: 678-3536)

#### April 20 to 23

Location/Host Activity: NAS JRB Willow Grove, Pa.  
Point of Contact: CMDCM(SW) Dave Pennington

Telephone:

(215) 443-6032  
(DSN: 991-6032)

Travel funding for ombudsmen is the responsibility of the ombudsman's command. Classes begin on Friday at 0730 and end on Monday around 1530. Students arrive on Thursday preceding the class and should not book departure flights before 1700 on the last day of class.

If your ombudsman would like to attend either of the classes, consult the points of contact above to request reservations.

While ombudsmen are waiting to attend Ombudsman Basic Training, I encourage you to visit Lifelines at [www.lifelines.navy.mil](http://www.lifelines.navy.mil) and review the available ombudsman online training. This training is designed to provide the ombudsman with a working knowledge of their job requirements, but does not take the place of on-site training. You will find this new training presently on the Lifelines homepage under the "Focal Point" section. In order to access the training, your computer must have Real Player software installed.

Thanks for all your support, and if you would like additional information about the ombudsman program, contact me at [Yonna.Diggs@navy.mil](mailto:Yonna.Diggs@navy.mil).

## opportunities

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responsible for managing training programs for assigned Selected Reservists. Qualifications for this position include experience in FTS administration with prior Reserve experience preferred.

Applications for this position must be submitted by Mar. 12 with the board convening the week of Mar. 15 to select an individual for a billet fill date in May. Specific details on submission requirements are contained in COMNAVRESFOR message DTG 271416Z JAN 04.

#### REDCOM Northeast seeks educational, training, plans officer

MILLINGTON, Tenn. – A position is available on the staff of Naval Reserve Readiness Command Northeast in Newport, R.I., for an O3/4 to serve as educational, training, plans officer.

The position requires FTS administrative experience. Prior Reserve experience is also preferred.

Applications for this position must be submitted by Mar. 12 with the board convening the week of Mar. 15 to select an individual for a billet fill date in April. Specific details on submission requirements are contained in COMNAVRESFOR message DTG 271416Z JAN 04.

#### CO position available at NRC Reno

MILLINGTON, Tenn. – Naval Reserve Center Reno, Nev., is seeking an O3/4 to serve on a voluntary two-year recall as commanding officer.

The position is responsible for managing command policies and programs. Prior Reserve experience is preferred.

Applications for this position must be submitted by Apr. 15 with the board convening the week of Apr. 19 to select an individual for a billet fill date in May. Specific details on submission requirements are contained in COMNAVRESFOR message DTG 271416Z JAN 04.

#### Reserve Officers Foreign Exchange Program

WASHINGTON – Six officers in pay grades O3/4 will be considered for the FY04 Reserve Officers Foreign Exchange Program, three to the United Kingdom (UK) and three to the Federal Republic of Germany.

The Foreign Exchange Program provides a unique training opportunity for participants to broaden their professional

development and increase their knowledge of allied Reserve forces. The program is open to all designators. Officers with major staff, Military Sealift Command/Naval Control of Shipping, supply/logistics, Naval intelligence or mine warfare experience are particularly encouraged to apply. Amphibious operations, mine warfare, diving, helicopter pilots and headquarters staff experience are particularly desirable for the UK program.

Details on application requirements are contained in COMNAVRESFORCOM message DTG 270311Z JAN 04 available online at. Login to <http://reserve.navy.mil>, the private side and go to admin services. More information about the program can be found at [www.defenselink.mil/ra/programs.htm](http://www.defenselink.mil/ra/programs.htm).

#### Assistant for Merchant Marine and Maritime Affairs

MILLINGTON, Tenn. – The Chief of Naval Operations (N42) is seeking a Reserve O5 to serve in a three-year recall as Assistant for Merchant Marine and Maritime Affairs.

The position is program sponsor for Merchant Marine Reserve and Military Sealift Command Reserve programs. This position supports the CNO and Assistant Secretary of the Navy for Research, Development and Acquisition on sealift-maritime industry issues and transportation procurement policy. Candidates should have a U.S. Coast Guard license as a master, unlimited tonnage or chief engineer.

Applications for this position must be submitted by Apr. 16 with the board convening the week of Apr. 19 to select an individual for a billet fill date in June. Specific details on submission requirements are contained in COMNAVRESFOR message DTG 261600Z JAN 04.

#### NSA New Orleans operations department head

MILLINGTON, Tenn. – A two-year recall position is available for an O4 to serve at Naval Support Activity New Orleans in the billet of operations department head.

The position is responsible for supervision of 20 military and one civilian and manages boat operations to include nine vessels engaged in the daily transport of up to 1,000 personnel across the lower Mississippi River. Port operations includes the direction of all

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# features



## NEPLO

Navy Emergency Preparedness Liaison Officers have key role to play in saving lives during emergency operations.

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## HM 15

The "Blackhawks" keep the sea lanes clear at the tip of the spear.

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## SEALIFT

Reservists with Military Sealift Command carry a heavy loads vital to successful operations on the front line.

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## On the Cover



Photo by JO1 Mark D. Faram

M855 5.56mm ammunition awaits Reserve SeaBees from Naval Mobile Construction Battalion - 23 as they go through M-16 qualifications on the rifle range. Nearly 200 Selected Reserve SeaBees from Virginia, Delaware, Pennsylvania and Maryland participated in combat training during a four-day exercise at Marine Corps Base Quantico, Va.

## The NAVAL RESERVIST

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The Naval Reservist seeks action photos of Naval Reservists (minimum 300 dpi digital slides or negatives) that tell a story of Reserve training or support to the fleet. Please provide full identification of all individuals in the photograph to include their respective rate, rank and command. Photos should also include a visual information record identification number or VIRIN. Information about VIRINs is available online at [www.mediacen.navy.mil/vi/virin.htm](http://www.mediacen.navy.mil/vi/virin.htm). Submissions should be received three weeks prior to publication month (i.e., Mar. 10 for the Apr. issue). Material will not be returned.

### NEWS ONLINE

The Naval Reservist and the Naval Reserve News Service [electronic wire service] current and past issues can be accessed online at <http://reserves.navy.mil>. Naval Reserve NewsStand, a Web site featuring Naval Reserve news and photos, plus links to Navy fleet pages, can be viewed at [www.news.navy.mil/local/nrf](http://www.news.navy.mil/local/nrf).

### CHANGE OF ADDRESS

Selected Reservists with address changes need to provide updates to their database diary entry (via their unit commanding officer) to Full Time Support personnel at their local Naval Reserve Activities. Individuals who are not Selected Reservists and need to change their address should mail their request, along with a copy of their mailing label, to The Naval Reservist.